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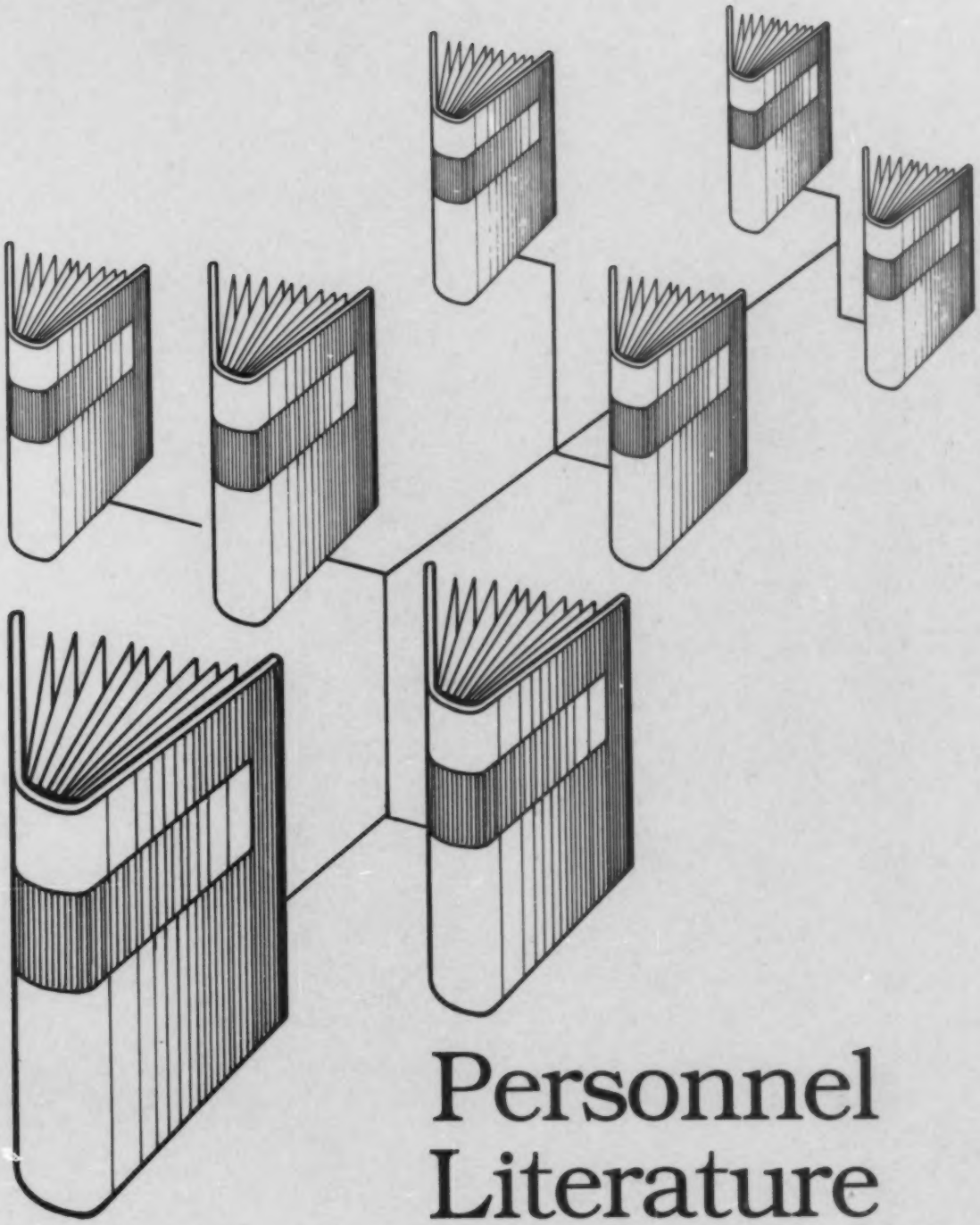

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ABSENTEEISM

1-1

Leonard, Christine, Shimon L. Dolan and Andre Arsenault.
Longitudinal examination of the stability and variability of two common measures of absence. **Journal of occupational psychology,** 63:309-316, December 1990.
Descriptors: *Absenteeism--Research.

ATTITUDE SURVEYS

1-2

Kamen, Vicki S. and Jodie Barr.
Employee attitude surveys for strategic management planning. **Compensation and benefits review,** 23:52-65, January-February 1991.
Descriptors: *Attitude surveys / *Employee attitudes / *Compensation administration.

1-3

Nancy Gussow Gross Communications.
Benefits of employee surveys. **Supervision,** 52:23, January 1991.
Descriptors: *Attitude surveys / *Employee attitudes.

CAREER STAFFING

1-4

Beilinson, Jerry.
Under surveillance. **Personnel,** 67:3-4, December 1990.
Descriptors: *Selection--Methods / *Tests / *Reference checks.

1-5

Boyle, Thomas J. and S. Jay Liebowitz.
Hiring thoroughbreds: pitfalls to avoid and rules to follow. **Business horizons,** 33:28-33, November-December 1990.
Descriptors: *Selection--Methods / *Electronic data processing personnel.

1-6

Lengnick-Hall, Mark and LeAne Rutherford.
Read between the lines. **Personnel,** 67:5, December 1990.
Descriptors: *Selection--Methods / *Employment references.

1-7

Messmer, Max.
Strategic staffing for the '90s. **Personnel journal,** 69:92-97, October 1990.
Descriptors: *Career staffing / *Temporary employees--Utilization.

1-8

Shimko, Barbara Whitaker.
New breed workers need new yardsticks. **Business horizons,** 33:34-38, November-December 1990.
Descriptors: *Selection--Methods / *Communication / *Organizational behavior / *Cross cultural communication.

CAREER STAFFING (Cont'd)

1-9

Workforce planning: careers vs. jobs. **Federal staffing digest** (U.S. Office of Personnel Management), 2:4+, Fall 1990.

Descriptors: *Career staffing / *Workforce planning / Federal government.

CIVIL SERVICE, FEDERAL

1-10

Augustine, Norman R. and Gerry Sikorski.

Show our public servants some respect. **Bureaucrat**, 19:44-45, Fall 1990.

Descriptors: *Federal employees / *Government employees / *Government service as a career / Federal government.

1-11

Ingraham, Patricia W.

Federal recruitment revisited. **Bureaucrat**, 19:13-17, Fall 1990.

Descriptors: *Recruitment--Methods / *Government service as a career / *U.S. Office of Personnel Management / Federal government.

1-12

Ross, Lynn.

Effective recruiting: lessons from personnel demonstration projects. **Bureaucrat**, 19:19-24, Fall 1990.

Descriptors: *Personnel research / *Civil service / *Recruitment--Methods / Federal government.

COLLEGE GRADUATES

1-13

Meisenheimer, Joseph R., II.

Black college graduates in the labor market, 1979 and 1989. **Monthly labor review**, 13:13-21, November 1990.

Descriptors: *Afro-American college graduates--Employment / *Afro-American college graduates--Pay / *Pay rates.

COMMUNICATION

1-14

Abramms-Mezoff, Bob and Diane Johns.

Playing it straight with a mixed deck. **Leader's digest**, 4:8-9, Winter 1990-91.

Descriptors: *Cross cultural communication / *Communication in personnel management / *Human relations.

1-15

Burnett, Robert S.

Ni Zao: good morning, China. **Business horizons**, 33:65-71, November-December 1990.

Descriptors: *Cross cultural communication / *Overseas management / *Overseas executives.

COMMUNICATION (Cont'd)

1-16
Cickay, Steve.
Managing diversity: some case studies. **Leader's digest,** 4:28-29, Winter 1990-91.
Descriptors: *Communication in personnel management--Case studies / *Cross cultural communication--Case studies / *Individuality.

1-17
D'O'Brien, Joseph.
Only English speakers need apply. **Management review,** 80:41-45, January 1991.
Descriptors: *English language / *Language and languages / *Cross cultural communication.

1-18
Kampmann, Mel and Jon Rosen.
Speaking with confidence: building your presentation skills. **Supervisory management,** 36:3, January 1991.
Descriptors: *Communication techniques / *Speeches, addresses, etc. / *Public speaking.

1-19
Marken, G. A.
Telephone courtesies: a reflection on you. **Supervisory management,** 36:11, January 1991.
Descriptors: *Telephone etiquette / *Communication t chniques.

1-20
Reinsch, N. L., Jr. and Raymond W. Beswick.
Voice mail versus conventional channels: a cost minimization analysis of individuals' preferences. **Academy of Management journal,** 33:801-816, December 1990.
Descriptors: *Communication in management--Research.

1-21
Smeltzer, Larry R. and Jeanette W. Gilsdorf.
How to use your time efficiently when writing. **Business horizons,** 33:61-64, November-December 1990.
Descriptors: *Writing / *Writing improvement / *Reports--Preparation.

1-22
Steinberg, Mary.
Diversity of types. **Leader's digest,** 4:17, Winter 1990-91.
Descriptors: *Communication in personnel management / *Communication techniques / *Individuality / *Personality.

COMPENSATION

1-23
Boston, Thomas D.
Segmented labor markets: new evidence from a study of four race-gender groups. **Industrial & labor relations review,** 44:99-115, October 1990.
Descriptors: *Pay rates--Research.

1-24
Edman, Donald H.
Compensation for the 1990s: a look at IBM. **Compensation and benefits review,** 22:32-39, November-December 1990.
Descriptors: *Compensation administration--Case studies.

1-25
Extejt, Marian M. and Craig J. Russell.
The role of individual bargaining behavior in the pay setting process: a pilot study. **Journal of business and psychology,** 5:113-126, Fall 1990.
Descriptors: *Pay research.

1-26
Feldman, Stuart.
Executive compensation: taking stock. **Personnel,** 67:7-8, December 1990.
Descriptors: *Executive compensation / *Stock options / *Executives--Fringe benefits.

1-27
Haberfeld, Yitchak and Yehouda Shenhav.
Are women and blacks closing the gap? Salary discrimination in American science during the 1970s and 1980s. **Industrial & labor relations review,** 44:68-82, October 1990.
Descriptors: *Pay rates--Research / *Women scientists--Pay / *Afro-American scientists--Pay.

1-28
Jensen, Dave.
Iraqi crisis leaves HR departments scrambling. **Personnel journal,** 69:118-120, October 1990.
Descriptors: *Compensation administration / *Military leave.

1-29
Kossek, Ellen Ernst and Paulette Grace.
Taking a strategic view of employee child care assistance: a cost-benefit model. **Human resource planning,** 13:189-202, no. 3 1990.
Descriptors: *Fringe benefits / *Day care centers / *Cost-benefit analysis.

1-30
Linneman, Peter D., Michael L. Wachter and William H. Carter.
Evaluating the evidence on union employment and wages. **Industrial & labor relations review,** 44:34-53, October 1990.
Descriptors: *Union members--Pay / *Pay--Comparative studies / *Union members--Statistics / *Pay research.

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1-31
Mitchell, Daniel J. B.
Employee benefits and the new economy: a proposal for reform. **California management review,** 33:113-130, Fall 1990.
Descriptors: *Fringe benefits.

1-32
Panos, John E.
Manage group incentive systems. **Personnel journal,** 69:104+, October 1990.
Descriptors: *Incentive pay.

1-33
Schraeder, Terry E. and Mark D. Dore.
A pay formula for the '90s. **Personnel journal,** 69:46-47, October 1990.
Descriptors: *Compensation administration.

1-34
Vroman, Wayne.
Black men's relative earnings: are the gains illusory? **Industrial & labor relations review,** 44:83-98, October 1990.
Descriptors: *Pay rates--Research / *Afro-Americans--Pay--Comparative studies.

CONSULTANTS

1-35
Kelso, Jack R.
Consulting. **Bureaucrat,** 19:38-40, Winter 1990-91.
Descriptors: *Government consultants / *Conflict of interest / Federal government.

COUNSELING

1-36
Gerstein, Lawrence H. and Gregory A. Bayer.
Counseling psychology and employee assistance programs: previous obstacles ad potential contributions. **Journal of business and psychology,** 5:101-111, Fall 1990.
Descriptors: *Employee counseling--Research.

EMPLOYEE HEALTH AND MEDICAL CARE

1-37
Clegg, Chris and Toby Wall.
The relationship between simplified jobs and mental health: a replication study. **Journal of occupational psychology,** 63:289-296, December 1990.
Descriptors: *Mental health--Research / *Stress, Psychological--Research / *Health, Employee--Research / Job analysis.

1-38
Goodman, Alan M.
A model for police officer burnout. **Journal of business and psychology,** 5:85-99, Fall 1990.
Descriptors: *Burn out (Psychology)--Research / *Police--Responsibilities / *Stress, Psychological--Research.

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1-39

Lee, Cynthia, Susan J. Ashford and Philip Bobko.
Interactive effects of "Type A" behavior and perceived control on worker performance, job satisfaction, and somatic complaints. **Academy of Management journal,** 33:870-881, December 1990.
Descriptors: *Stress, Psychological--Research / *Performance--Research / *Job satisfaction research.

1-40

Nelson, Debra L. and Charlott Sutton.
Chronic work stress and coping: a longitudinal study and suggested new directions. **Academy of Management journal,** 33:859-869, December 1990.
Descriptors: *Stress, Psychological--Research / *Control (Psychology)--Research.

1-41

Newton, T. J. and A. Keenan.
The moderating effect of the Type A behavior pattern and locus of control upon the relationship between change in job demands and change in psychological strain. **Human relations,** 43:1229-1255, December 1990.
Descriptors: *Stress, Psychological--Research / *Job enlargement--Research.

1-42

Sand, Robert H.
Is there a way out of the forest of asbestos litigation? **Employee relations law journal,** 16:393-401, Winter 1990/91.
Descriptors: *Health, Employee--Cases / *Hazardous occupations--Cases.

EQUAL OPPORTUNITY IN EMPLOYMENT

1-43

Bass, Alison.
The bias below the sur ace. **Bureaucrat,** 19:52-53, Winter 1990-91.
Descriptors: *Discrimination / *Prejudices and antipathies / *Women--Discrimination / *Afro-Americans--Discrimination.

1-44

DeBenedictis, Don J.
Minority-recruitment warning: EEOC opinion letter to placement officials says programs can't exclude whites. **ABA journal** (American Bar Association), 77:14+, January 1991.
Descriptors: *Equal opportunity in employment--Law and legislation / *Recruitment--Law and legislation.

1-45

Henderson, Sandy L.
Significance tests help set affirmative action goals. **Personnel journal,** 69:48-50, October 1990.
Descriptors: *Affirmative action / *Contractor personnel--Recruitment.

EQUAL OPPORTUNITY IN EMPLOYMENT (Cont'd)

1-46
Matusewitch, Eric.
Language rules can violate Title VII. **Personnel journal,** 69:98+, October 1990.
Refers to Title VII of the Civil Rights Act of 1964.
Descriptors: *Equal opportunity in employment / *Language and languages--Law and legislation / *Hispanic Americans--Employment.

1-47
Prejudice in the workplace. **Leader's digest,** 4:12-13, Winter 1990-91.
Descriptors: *Prejudices and antipathies / *Minority groups--Attitudes toward / *Discrimination.

1-48
Semple, Jesse B.
Invisible man: black and male under Title VII. **Harvard law review,** 104:749-768, January 1991.
Refers to Title VII of the Civil Rights Act of 1964.
Descriptors: *Afro-Americans--Discrimination--Cases / *Discrimination--Cases / *Equal opportunity in employment--Cases / *Prejudices and antipathies--Cases.

1-49
Williams, Leslie.
EEO and MD: what's a manager to do? **Leader's digest,** 4:6-7+, Winter 1990-91.
MD = managing diversity.
Descriptors: *Equal opportunity in employment / *Executives--Responsibilities.

ETHICS

1-50
Buhler, Patricia.
How can we encourage ethical behavior? **Supervision,** 52:3-5, January 1991.
Descriptors: *Ethics.

1-51
Collins, John.
Why bad things happen to good companies--and what can be done. **Business horizons,** 33:18-22, November-December 1990.
Descriptors: *Business ethics.

1-52
Lorentzen, Paul.
Debating public service ethics. **Bureaucrat,** 19:18, Fall 1990.
Descriptors: *Civil service ethics / Federal government.

1-53
Reilly, Bernard J. and Myroslaw J. Kyj.
Ethical business and the ethical person. **Business horizons,** 33:23-27, November-December 1990.
Descriptors: *Business ethics.

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1-54
Cannings, Kathleen and Claude Montmarquette.
Managerial momentum: a simultaneous model of the career progress of male and female managers. **Industrial & labor relations review,** 44:212-228, January 1991.
Descriptors: *Executives--Promotion--Research / *Promotion--Research / *Women--Career opportunities--Research / *Women executives--Career opportunities / Canada.

1-55
Horton, Thomas R. and Peter C. Reid.
What fate for middle managers? **Management review,** 80:22-23, January 1991.
Descriptors: *Middle managers--Utilization / *Middle management.

1-56
Norment, Lynn.
100 of the most promising black women in corporate America. **Ebony,** 46:64-66+, January 1991.
Descriptors: *Women executives--Portraits, caricatures, etc. / *Afro-American women--Portraits, caricatures, etc.

EXECUTIVES--ABILITIES AND CHARACTERISTICS

1-57
Goodrich & Sherwood Co.
Executives satisfied with job and climate. **Supervision,** 52:26, January 1991.
Descriptors: *Executives--Attitudes / *Job satisfaction / *Surveys.

1-58
Kofodimos, Joan R.
Why executives lose their balance. **Organizational dynamics,** 19:58-73, Summer 1990.
Descriptors: *Executives--Characteristics / *Family (Sociological unit) / *Executives--Responsibilities.

EXECUTIVES--COMPENSATION

1-59
Chingos, Peter.
Executive compensation in the 1990s: the challenges ahead. **Compensation and benefits review,** 22:20-30, November-December 1990.
Descriptors: *Executive compensation.

1-60
Gerhart, Barry and George T. Milkovich.
Organizational differences in managerial compensation and financial performance. **Academy of Management journal,** 33:663-691, December 1990.
Descriptors: *Executive compensation / *Organizational effectiveness / *Pay research.

EXECUTIVES--RESPONSIBILITIES

1-61
Petrick, Joseph A. and George E. Manning.
How to manage morale. **Personnel journal**, 69:82-88, October 1990.
Descriptors: *Executives--Responsibilities / *Morale.

1-62
Townshend, T. Michael.
Let employees carry the ball. **Personnel journal**, 69:30+, October 1990.
Descriptors: *Executives--Responsibilities / *Management.

EXECUTIVES--TRAINING

1-63
Horgan, Dianne D. and Rebecca J. Simeon.
Mentoring and participation: an application of the Vroom-Yetton model.
Journal of business and psychology, 5:63-84, Fall 1990.
Descriptors: *Mentors--Research / *Executives--Training.

1-64
Vicere, Albert A. and Kenneth R. Graham.
Crafting competitiveness: toward a new paradigm for executive development.
Human resource planning, 13:281-296, no. 4 1990.
Descriptors: *Management development--Research / *Executives--Training.

HANDICAPPED

1-65
Geber, Beverly.
The disabled: ready, willing and able. **Training**, 27:29-36, December 1990.
Descriptors: *Handicapped--Employment--Law and legislation / *Handicapped--Placement--Case studies.

1-66
Kelly, Eileen P. and Robert J. Aalberts.
Americans With Disabilities Act: undue hardship for private sector employers?
Labor law journal, 41:675-684, October 1990.
Descriptors: *Handicapped--Employment--Law and legislation / *Handicapped--Employment--Costs.

1-67
Shae, G. Jerry and William L. Bransford.
From disabled to enabled: new law extends rights of handicapped in employment.
ABA journal (American Bar Association), 77:70+, February 1991.
Descriptors: *Handicapped--Employment--Law and legislation / *Physically handicapped--Employment--Law and legislation.

1-68
Temple, Thamer E., III.
Employers prepare: hope for AIDS victims means conflict in your workplace.
Labor law journal, 41:694-699, October 1990.
Descriptors: *Handicapped--Employment--Law and legislation / *AIDS (Disease)--Law and legislation.

INCENTIVE AWARDS AND PROGRAMS

1-69
Baime, Susan Reynolds.
Incentives for the masses: a viable pay program? **Compensation and benefits review,** 22:50-58, November-December 1990.
Descriptors: *Financial incentives.

INSURANCE, HEALTH

1-70
Beadle, Carson E.
Controlling healthcare costs: who must act, and what they must do. **Compensation and benefits review,** 22:40-49, November-December 1990.
Descriptors: *Medical care--Costs / *Insurance, Health.

1-71
Hellman, Sandra.
Health care in the year 2000 and beyond. **Futures research quarterly** (World Future Society), 7:67-83, Spring 1991.
Descriptors: *Medical care / *Insurance, Health.

JOB ANALYSIS

1-72
Brady, Gene F., Ben B. Judd and Setrak Javian.
The dimensionality of work autonomy revisited. **Human relations,** 43:1219-1228, December 1990.
Descriptors: *Autonomy--Research / *Job design--Research.

1-73
Green, Samuel B. and John G. Veres, III.
Evaluation of an index to detect inaccurate respondents to a task analysis inventory. **Journal of business and psychology,** 5:47-61, Fall 1990.
Descriptors: *Task analysis--Research.

JOB EVALUATION

1-74
Emerson, Sandra M.
Job evaluation: a barrier to excellence? **Compensation and benefits review,** 23:39-51, January-February 1991.
Descriptors: *Job evaluation.

1-75
O'Neal, Sandra.
CAJE: computer-aided job evaluation for the 1990s. **Compensation and benefits review,** 22:14-19, November-December 1990.
Descriptors: *Job evaluation.

JOB SATISFACTION

1-76

Kovach, Kenneth A.

Comparisons of public and private subjects on reported economic measures and on facet satisfaction items for each of three organizational levels. **Journal of collective negotiations in the public sector,** 19:261-273, no. 4 1990.

Descriptors: *Job satisfaction research--Comparative studies.

LABOR FORCE

1-77

Drop outs trouble employers. **Federal staffing digest** (U.S. Office of Personnel Management), 2:2+, Fall 1990.

Descriptors: *Dropouts--Statistics / *High school graduates--Statistics / *Labor supply.

LABOR-MANAGEMENT RELATIONS

1-78

Colon, Robert J.

Job security issues in grievance arbitration--what do they tell us? **Journal of collective negotiations in the public sector,** 19:243-251, no. 4 1990.

Descriptors: *Job security / *Grievance arbitration.

1-79

Curme, Michael A., Barry T. Hirsch and David A. Macpherson.

Union membership and contract coverage in the United States, 1983-1988. **Industrial & labor relations review,** 44:5-33, October 1990.

Descriptors: *Union members--Statistics / *Collective labor agreements--Research / *Collective labor agreements--Statistics.

1-80

Cutcher-Gershenfeld, Joel.

The impact on economic performance of a transformation in workplace relations. **Industrial & labor relations review,** 44:241-260, January 1991.

Descriptors: *Labor-management relations--Research.

1-81

Fox, M. J., Jr. and Donna Cooner.

Arbitration: preparing for success. **Journal of collective negotiations in the public sector,** 19:253-260, no. 4 1990.

Descriptors: *Arbitration / *Arbitrators--Training.

1-82

Osigweh, Chimezie A. B., Yg.

Toward an employee responsibilities and rights paradigm. **Human relations,** 43:1277-1309, December 1990.

Descriptors: *Employee rights--Research / *Employee conduct--Research / *Personnel policies--Research.

LEADERSHIP

1-83
Howell, Jon P. and others.
Substitutes for leadership: effective alternatives to ineffective leadership. **Organizational dynamics,** 19:20-38, Summer 1990.
Descriptors: *Leadership.

1-84
Morton, T. Ballard.
Leadership. **Business horizons,** 33:3-7, November-December 1990.
Descriptors: *Leadership.

LEAVE

1-85
Hubbartt & Associates.
Military reserve activation calls attention to employee leave policies. **Supervision,** 52:13, January 1991.
Descriptors: *Military leave / *Personnel policies.

MANAGEMENT

1-86
Allen, Louis A.
The care crisis: hospitals need new leade ship. **Management review,** 80:46-49, January 1991.
Descriptors: *Hospitals--Administration / *Health personnel--Attitudes / *Medical care.

1-87
Bordelon, Barbara and Elizabeth Clemmer.
Customer service, partnership, leadership: three strategies that work. **GAO journal,** p. 36-43, Winter 1990/91.
Descriptors: *Management improvement--Case studies / Federal government / State government.

1-88
Cohen, Julie A.
Managing tomorrow's workforce today. **Management review,** 80:17-21, January 1991.
Descriptors: *Management methods--Case studies / *Workforce planning / *Quality of working life.

1-89
Greenwood, Royston, C. R. Hinings and John Brown.
"P2-form" strategic management: corporate practices in professional partnerships. **Academy of Management journal,** 33:725-755, December 1990.
Descriptors: *Management--Research / *Partnership--Research.

1-90
Howell, Jane M. and Christopher A. Higgins.
Champions of change: identifying, understanding, and supporting champions of technological innovations. **Organizational dynamics,** 19:40-55, Summer 1990.
Descriptors: *Technological innovations--Administration.

MANAGEMENT (Cont'd)

1-91
Hyde, Albert C.
Rescuing quality measurement from TQM. **Bureaucrat,** 19:16-20, Winter 1990-91.
Descriptors: *Quality control / *Management methods / Federal government.

1-92
Katz, Marcia.
Cultural diversity: what managers need to know. **Leader's digest,** 4:3+, Winter 1990-91.
Descriptors: *Management methods / *Communication in personnel management / *Executives--Responsibilities.

1-93
Kizilos, Peter.
Crazy about empowerment? **Training,** 27:47-51+, December 1990.
Descriptors: *Power (Social sciences) / *Control (Psychology) / *Management methods.

1-94
Krone, Bob.
Total Quality Management: an American odyssey. **Bureaucrat,** 19:35-38, Fall 1990.
Descriptors: *Management methods / *Quality control.

1-95
Mangano, Michael F.
Inspectors General: a new force in evaluation. **Bureaucrat,** 19:13-15, Winter 1990-91.
Descriptors: *Management audit / *Investigators / *Management methods / Federal government.

1-96
Miller, Kent D. and Philip Bromiley.
Strategic risk and corporate performance: an analysis of alternative risk measures. **Academy of Management journal,** 33:756-779, December 1990.
Descriptors: *Management--Research / *Risk.

1-97
Scheuing, Eberhard E. and Charles H. Little.
Service quality in the 1990s: panel session, sixth general assembly, World Future Society. **Futures research quarterly,** (World Future Society), 7:37-65, Spring 1991.
Contents: Introduction, by Eberhard E. Scheuing and Charles H. Little; The service revolution, by Patrick L. Townsend; Top quality: a way of life, by P. Anne Van't Haaff; The human side of quality, by Terrence J. Smith; Service quality trends in the 1990s, by Frank E. Camacho; Service quality in the 1990s: a note from Northern Europe, by Evert Gummesson; The service quality agenda for the 1990s, by Leonard L. Berry.
Descriptors: *Management methods / *Service industries / *Quality control.

MANAGEMENT (Cont'd)

1-98

Schuler, Randall S. and James W. Walker.
Human resources strategy: focusing on issues and actions. **Organizational dynamics,** 19:4-19, Summer 1990.
Descriptors: *Management / *Personnel administration.

1-99

Stein, James D., Herbert L. Stone and Charles V. Harlow.
Decision-making--the (very) short course: six scenarios to help you distinguish the gold from the straw in your thinking. **Across the board,** 23:27-29+, January-February 1991.
Descriptors: *Decision-making / *Management methods.

1-100

Trieschmann, James S. and E. J. Leverett, Jr.
Protecting directors and officers: a growing concern. **Business horizons,** 33:52-60, November-December 1990.
Descriptors: *Management accountability.

1-101

Yate, Martin John.
To service customers: serve employees. **Personnel,** 67:15-16, December 1990.
Descriptors: *Management methods / *Power (Social sciences) / *Service industries.

MOBILITY

1-102

Ellis, Rebecca and Herbert G. Heneman, III.
Career pattern determinants of career success for mature managers. **Journal of business and psychology,** 5:3-21, Fall 1990.
Descriptors: *Executives--Mobility / *Career patterns.

1-103

Isaksson, Kerstin.
A longitudinal study of the relationship between frequent job change and psychological well-being. **Journal of occupational psychology,** 63:297-308, December 1990.
Descriptors: *Mobility, Occupational--Research / *Mental health--Research / *Health, Employee--Research.

MOTIVATION

1-104

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Descriptors: *Motivation theory / *Incentives / *Leadership style.

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1-105
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Descriptors: *Motivation theory--Research / *Goal setting--Research.

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Winslow, Erik K.
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Descriptors: *Motivation / *Innovation / *Organizational behavior.

OLDER WORKER

1-107
Brown, Monica.
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Descriptors: *Older worker--Utilization / *Retirees--Utilization.

ORGANIZATIONAL BEHAVIOR

1-108
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Interview with Alvin Toffler.
Descriptors: *Organizational behavior / *Change, Organizational / *Bureaucracy.

1-109
Conlon, Donald E. and Peter M. Fasolo.
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Descriptors: *Conflict resolution--Research.

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Descriptors: *Wit and humor--Research / *Organizational behavior--Research / *Power (Social sciences)--Research / *Change, Organizational--Research.

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Kahn, William A.
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Descriptors: *Organizational commitment--Research / *Role conflict--Research.

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1-112

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Descriptors: *Organizational effectiveness / *Unions.

1-113

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Descriptors: *Organizational effectiveness--Case studies / *Flow charts--Case studies / *Systems analysis--Case studies.

1-114

Walsh, James P. and Gerardo R vera Ungson.

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Descriptors: *Organizations--History.

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Descriptors: *Socialization--Research / *Organizational commitment--Research / *New employees / *Orientation.

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Descriptors: *Orientation--Research.

OVERSEAS PERSONNEL

1-117

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Descriptors: *Overseas executives / *Overseas management.

PARTICIPATIVE MANAGEMENT

1-118

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Descriptors: *Employee ownership / *Participative management.

PERFORMANCE EVALUATION

1-119

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Descriptors: *Performance evaluation--Research / *Performance--Research.

1-120

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Descriptors: *Performance evaluation.

PERFORMANCE MANAGEMENT

1-121

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Descriptors: *Performance management / *Performance evaluation / *Supervisors--Responsibilities.

PERSONNEL ADMINISTRATION

1-122

Chu, Pai-Cheng.

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Descriptors: *Personnel administration--Automation / *Artificial intelligence.

1-123

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Descriptors: *Personnel administration--Automation / *Personnel administration--Computer programs.

1-124

Walker, James W.

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Descriptors: *Personnel administration--Researc / *Personnel administration--Planning / *Workforce planning.

1-125

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Descriptors: *Personnel information systems.

PERSONNEL DEPARTMENTS

1-126

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Descriptors: *Personnel officers--Education--Statistics / *Personnel officers--Certification / Federal government.

PERSONNEL POLICIES

1-127

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Descriptors: *Smoking / *Working conditions.

1-128

Nobile, Robert J.

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Descriptors: *Reference checks / *Liability (Law) / *Personnel policies.

1-129

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Descriptors: *Drug abusers--Personnel policies--Cases.

1-130

Zetlin, Minda.

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Descriptors: *Smoking / *Health, Employee / *Personnel policies.

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1-131

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Descriptors: *Prediction of occupational success.

PRIVATIZATION

1-132

Levine, Marvin J.

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Descriptors: *Privatization / *Contracts, Government.

PRODUCTIVITY

1-133

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Descriptors: *Performance / *Meetings.

PRODUCTIVITY (Cont'd)

1-134
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Descriptors: *Performance / *Training.

1-135
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Descriptors: *Quality control / *Productivity improvement / *Japan.

PROFESSIONAL EMPLOYEES

1-136
Handy, Jocelyn.
Stress and contradiction in psychiatric nursing. **Human relations,** 44:39-53, January 1991.
Descriptors: *Psychiatric nursing--Research / *Stress, Psychological--Research / *Nurses--Responsibilities.

1-137
Hardin, Einar.
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Descriptors: *Women professional employees--Statistics / *Personnel officers--Research.

1-138
Hyland, Alice M. and Paul M. Muchinsky.
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Descriptors: *Professional employees--Certification / *Certification.

1-139
Roxberry, Megan L.
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Descriptors: *Insurance workers / *Insurance, Life.

PUBLIC ADMINISTRATION

1-140
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Charles A. Bowsher is Comptroller General of the United States.
Descriptors: *Program evaluation / Federal government.

PUBLIC ADMINISTRATION (Cont'd)

1-141
Calder, James D. and Gary A. Mattson.
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Descriptors: *Privatization--Research / *Justice, Administration of--Research / *Removal--Research.

1-142
Chelimsky, Eleanor.
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Descriptors: *Program evaluation / Federal government.

1-143
Frederickson, H. George.
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Descriptors: *Public administration--Theory.

1-144
Reed, Ralph.
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Descriptors: *Political executives / *U.S. Public Health Service / *Civil service / Federal government.

REDUCTION IN FORCE

1-145
Smith, Michael.
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Descriptors: *Employee outplacement / *Job search / *Reduction in force.

RELOCATION

1-146
Hahn, Kathleen.
Relocation: it's now a family affair. **Personnel,** 67:17, December 1990.
Descriptors: *Relocation / *Family (Sociological unit).

RETIREMENT

1-147
Gregory, David L.
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Descriptors: *Pension funds.

1-148
Park, Judy.
NARFE: shaping the retirement future. **Bureaucrat,** 19:35-37, Winter 1990-91.
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Descriptors: *Retirement / *Retirement--Societies / Federal government.

RETIREMENT (Cont'd)

1-149
Tavani, Cleonice.
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Descriptors: *Retirement / *Retirement planning / Federal government.

RETIREMENT PLANNING

1-150
Nash, Bernard E.
Retirement planning: what should it include? **Bureaucrat,** 19:27-29, Winter 1990-91.
Descriptors: *Retirement planning / Federal government.

SUPERVISION

1-151
Fritz, Roger.
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Descriptors: *Supervision / *Supervisors--Characteristics / *Supervisors--Abilities.

1-152
Nelson, Andre.
One spervisory edge. **Supervision,** 52:6-8, January 1991.
Descriptors: *Supervision--Methods / *Service industries.

1-153
Ragins, Belle Rose and Eric Sundstrom.
Gender and perceived power in manager-subordinate relations. **Journal of occupational psychology,** 63:273-287, December 1990.
Descriptors: *Supervision / *Power (Social sciences).

TESTS

1-154
Martin, Justin.
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Descriptors: *Tests--Evaluation / *Test validity / *Test bias / *Selection.

THOUGHT AND THINKING

1-155
Harkins, Jonathan D. and W. D. Kieth Macrosson.
Creativity training: an assessment of a novel approach. **Journal of business and psychology,** 5:143-148, Fall 1990.
Descriptors: *Thought and thinking--Research / *Creative thinking--Research.

THOUGHT AND THINKING (Cont'd)

1-156
Louis, Meryl Reis and Robert I. Sutton.
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Descriptors: *Cognition--Research / *Thought and thinking--Research.

1-157
Peters, Tom.
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Descriptors: *Innovation / *Creative thinking.

TRAINING

1-158
Beard, Dale and Wendy Cardell Fitch.
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Descriptors: *Cross cultural communication / *Individuality / *Sensitivity training.

1-159
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Descriptors: *Skills analysis / *Literacy / *Surveys.

1-160
Farrant, Alan W.
Get successor ready. **Supervision,** 52:14-16, January 1991.
Descriptors: *Executive succession / *On-the-job training / *Training methods.

1-161
Jeffrey, James F.
How much training do we need? **Foreign Service journal,** 67:12+, August 1990.
Descriptors: *Training / *Foreign service officers--Training / Foreign languages--Study and teaching.

1-162
Lawrie, John.
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Descriptors: *Training.

1-163
Lee, William W.
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Descriptors: *Training--Simulation methods.

TRAINING (Cont'd)

1-164
Loiacono, Stephanie.
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Descriptors: *Training / *Literacy.

1-165
Mathiasen, David.
Managing the training investment. **Bureaucrat,** 19:25-27, Fall 1990.
Descriptors: *Training administration / Federal government.

1-166
May, Patricia L.
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Descriptors: *Training--Case studies / *Literacy.

1-167
Owens, Elizabeth.
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GST = general systems theory.
Descriptors: *Training / *Systems analysis.

1-168
Sirbasku, Jim.
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Descriptors: *Employee development / *Power (Social sciences) / *Personal development.

1-169
Wilson, Jackie.
Maximizing your training dollar. **Bureaucrat,** 19:28-29, Fall 1990.
Descriptors: *Training costs / *Training administration.

WOMEN--EMPLOYMENT

1-170
Brierton, Thomas and Laurie Lichter-Heath.
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Article refers to Title VII of the Civil Rights Act of 1964.
Descriptors: *Pregnancy--Cases / *Women--Employment--Law and legislation / Women--Discrimination / *Women--Health.

WORK LIFE

1-171
De Meuse, Kenneth P. and Walter W. Tornow.
The tie that binds--has become very, very frayed! **Human resource planning,** 13:203-214, no. 3 1990.
Descriptors: *Organizational commitment *Organizational effectiveness.

WORK LIFE (Cont'd)

1-172

Pati, Gopal C.

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Descriptors: *Day care centers--Case studies.

WORKFORCE PLANNING

1-173

Meehan, Robert H. and S. Basheer Ahmed.

Forecasting human resources requirements: a demand model. **Human resource planning,** 13:297-308, no. 4 1990.

Descriptors: *Work force planning--Research / *Long-range planning--Research / *Employment forecasting--Research.

1-174

Steele, Bernadette, Jerrold R. Bratkovich and Thomas Rollins.

Implementing strategic redirection through the career management system. **Human resource planning,** 13:241-264, no. 4 1990.

Descriptors: *Workforce planning--Research / *Career ladders--Research / *Employee development--Case studies / *Professional employees--Mobility.

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